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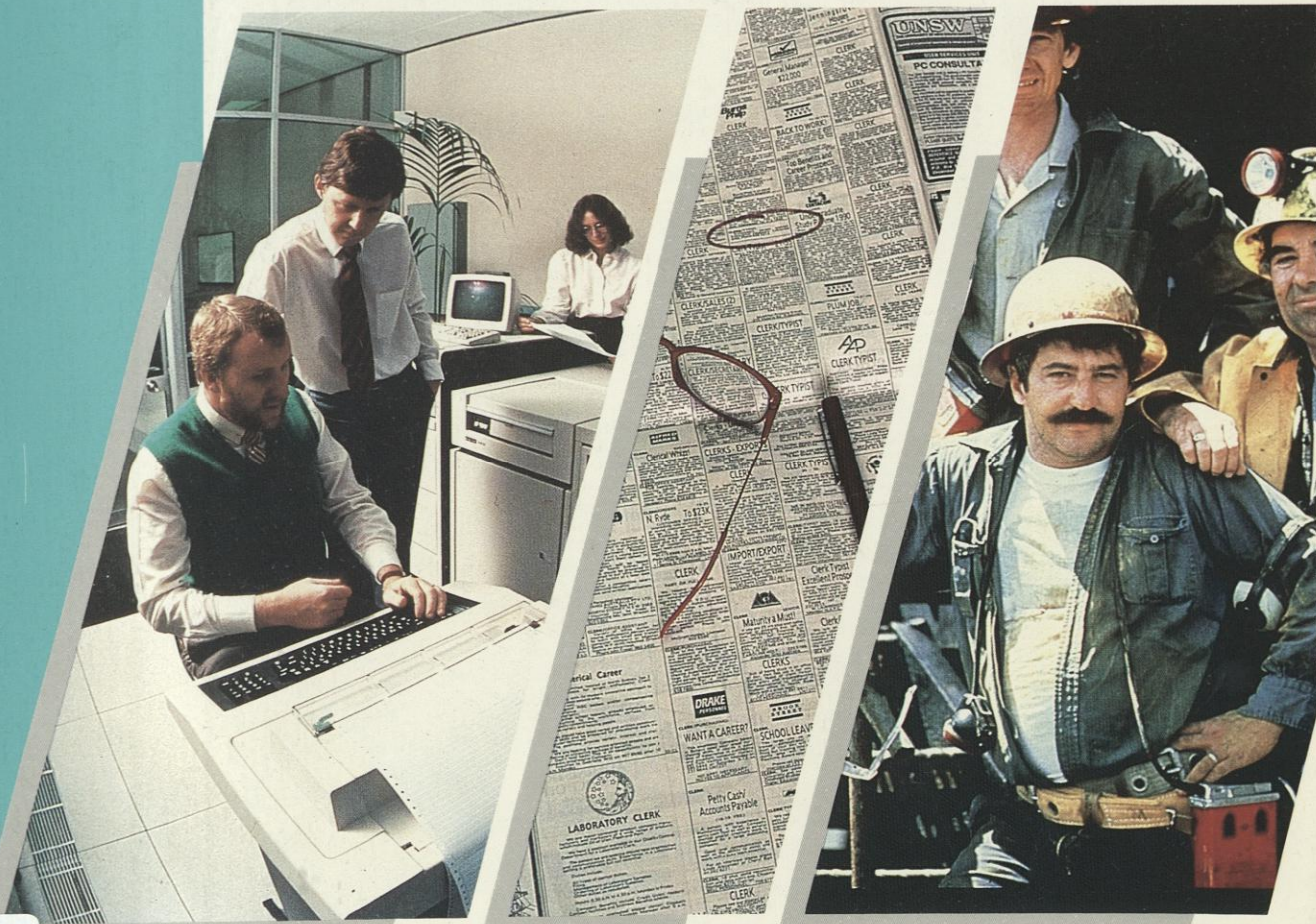
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May 1990

# AWARD COVERAGE AUSTRALIA



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IAN CASTLES  
Australian Statistician

**ADDITIONAL DATA ON REQUEST** The ABS offers a range of unpublished data from this survey upon request. If you wish to request unpublished data, a list of the populations and variables available, together with instructions on how to place an order, can be found on page 24 of this publication.

**INQUIRIES** For further information about statistics in this publication and the availability of related unpublished statistics, contact Bruce McClelland on Canberra (06) 252 6581 or any ABS State Office.

For information about other ABS statistics and services please refer to the back page of this publication.



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AWARD COVERAGE, AUSTRALIA, MAY 1990  
(Previously: Incidence of Awards, Australia)

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IAN CASTLES  
Australian Statistician

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## SUMMARY OF FINDINGS

A survey of 83,000 employees conducted in May 1990 found that —

- 80.0 per cent of employees were covered by awards, determinations or collective agreements. Coverage was greater for females than for males, with 83.5 per cent of female employees covered, compared to 77.3 per cent of male employees.
- 31.5 per cent of employees (38.0% of male employees, and 23.2% of female employees) were covered by Federal awards.
- 46.5 per cent of employees (37.3% of male employees, and 58.4% of female employees) were covered by State awards.

- award coverage was much higher in the public sector compared to the private sector, with 97.8 per cent of employees in the public sector being covered by awards, determinations or collective agreements and 72.4 per cent of employees in the private sector being covered.
- between May 1985 and May 1990 award coverage has fallen from 85.0 per cent to 80.0 per cent. The largest changes occurred in the private sector with the award coverage rate for male employees falling from 75.6 per cent in May 1985 to 68.4 per cent in May 1990 and the award coverage rate for female employees falling from 82.8 per cent in May 1985 to 77.6 per cent in May 1990. For the public sector, award coverage for males increased marginally, while the proportion of females in the public sector with award coverage fell from 98.0 per cent to 97.3 per cent.

DIAGRAM 1. AWARD COVERAGE RATES, SECTOR, MAY 1990

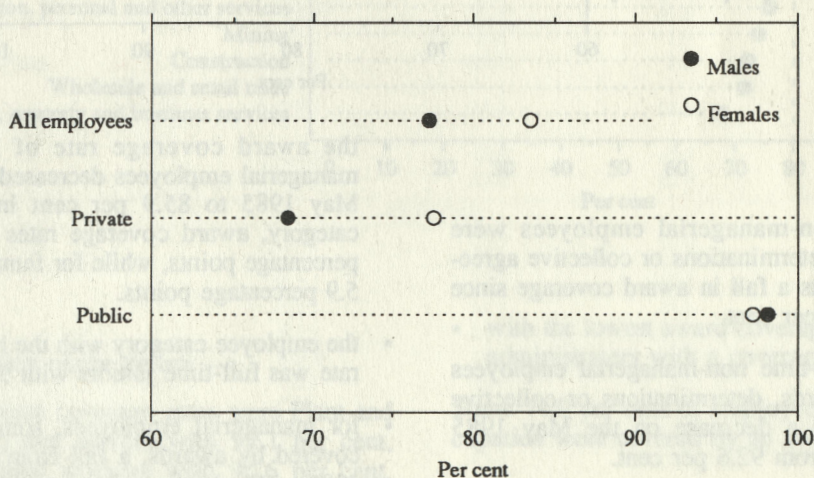
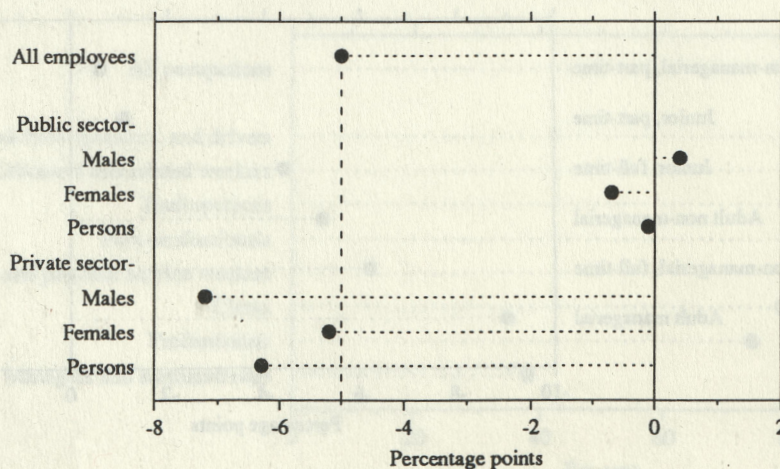


DIAGRAM 2. CHANGE IN AWARD COVERAGE RATES, MAY 1985 TO MAY 1990, BY SECTOR



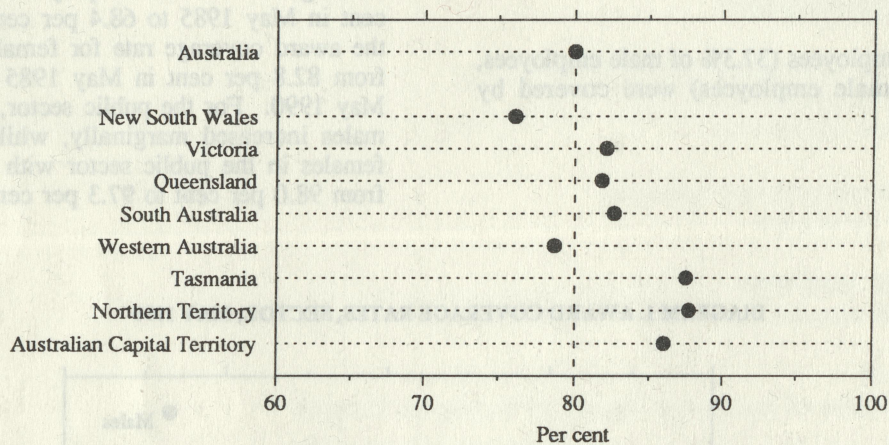


### States and Territories

- award coverage was highest for employees in the Northern Territory (87.7%), Tasmania (87.5%) and the Australian Capital Territory (86.0%). States with the lowest award coverage rates were New South Wales (76.1%) and Western Australia (78.7%).

- award jurisdiction varied markedly between States and Territories. Employees in the Northern Territory and the Australian Capital Territory were mainly covered by Federal awards with Federal award coverage rates of 86.2 per cent and 83.9 per cent respectively. In the States a greater proportion of employees were covered by State awards with State award coverage rates being highest in Queensland and Western Australia (both 57.3%) and lowest for Victoria (39.6%) and Tasmania (45.6%).

DIAGRAM 3. AWARD COVERAGE RATES, STATES AND TERRITORIES, MAY 1990



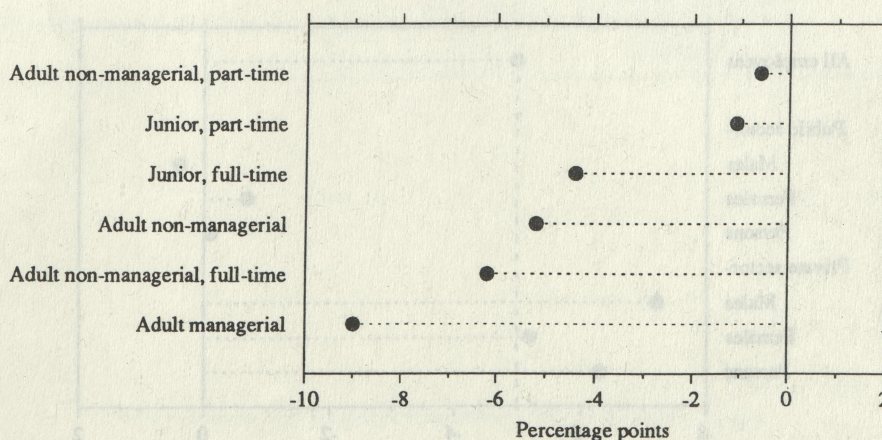
### Employee Categories

In May 1990—

- 85.7 per cent of non-managerial employees were covered by awards, determinations or collective agreements. This represents a fall in award coverage since May 1985 from 90.8 per cent.
- 86.4 per cent of full-time non-managerial employees were covered by awards, determinations or collective agreements. This is a decrease on the May 1985 award coverage rate from 92.6 per cent.

- the award coverage rate of full-time adult non-managerial employees decreased from 92.1 per cent in May 1985 to 85.9 per cent in May 1990. In this category, award coverage rates for males fell by 6.4 percentage points, while for females there was a fall of 5.9 percentage points.
- the employee category with the highest award coverage rate was full-time juniors with 92.5 per cent.
- for managerial employees, some 33.7 per cent were covered by awards, a fall from 42.7 per cent in May 1985. The decrease was more marked for males (9.4 percentage points to 32.6%) than for females (7.3 percentage points to 37.8%).

DIAGRAM 4. CHANGE IN AWARD COVERAGE RATES, MAY 1985 TO MAY 1990, BY EMPLOYEE CATEGORIES





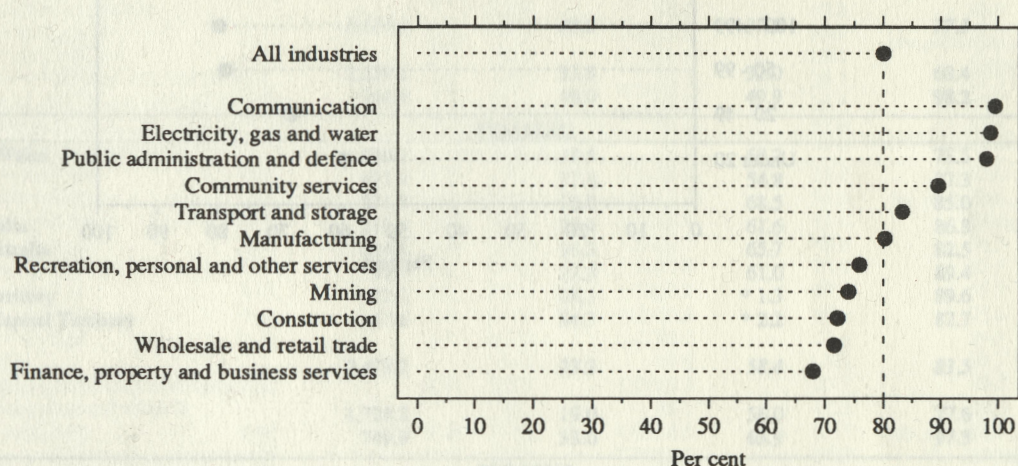
## Industries

In May 1990—

- award coverage rates were highest for employees in the Communication industry (99.4%), Electricity, gas and water (98.6%) and Public administration and defence (97.9%). Award coverage was lowest for employees in Finance, property and business services (68.0%) and Wholesale and retail trade (71.6%).

- 98.9 per cent of employees in the Communications industry were covered by Federal awards. Other industries with a high percentage of employees covered by Federal awards were Public administration and defence (57.8%) and Transport and storage (57.2%).
- 76.2 per cent of employees in the Community services industry were covered by State awards. Other industries with a relatively high State award coverage rate were Electricity, gas and water (50.9%) and Recreation, personal and other services (50.2%).

**DIAGRAM 5. AWARD COVERAGE : ALL EMPLOYEES BY INDUSTRY, AWARD COVERAGE RATES, MAY 1990**



## Occupations

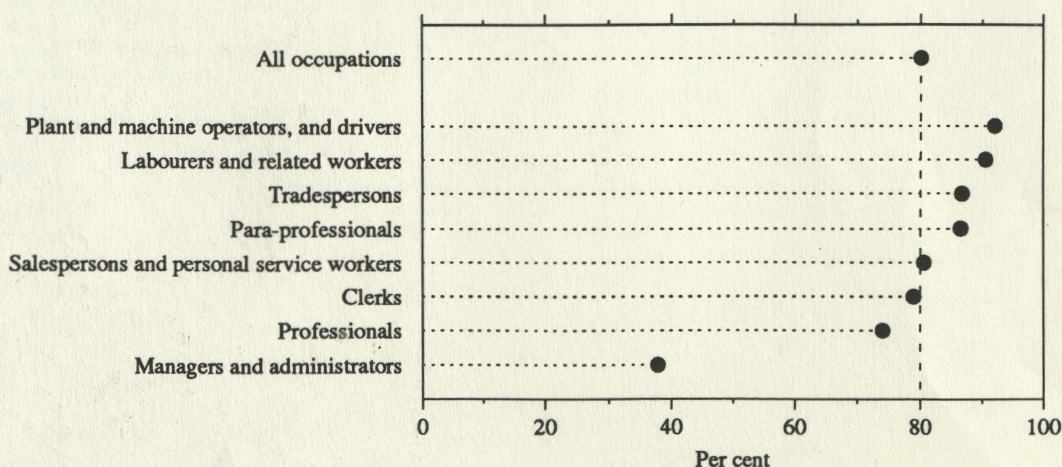
In May 1990, Occupation major groups —

- with the highest award coverage rates were Plant and machine operators, and drivers with 92.1 per cent, Labourers and related workers with 90.6 per cent, Tradespersons with 86.8 per cent and Para-professionals with 86.6 per cent.

- with the lowest award coverage rate was Managers and administrators with a coverage rate of 37.9 per cent.

Some 74.0 per cent of employees with a professional occupation were covered by an award.

**DIAGRAM 6. AWARD COVERAGE : ALL EMPLOYEES BY OCCUPATION, AWARD COVERAGE RATES, MAY 1990**





### Employer Size

In May 1990 award coverage rates in the private sector increased on average with the size of employer units.

### Award coverage rate—

- was greatest for employer units with 1,000 or more employees at 85.8 per cent.
- was least for employer units with fewer than 20 employees at 59.2 per cent.

**DIAGRAM 7. AWARD COVERAGE RATES : ALL PRIVATE SECTOR  
EMPLOYEES BY SIZE OF EMPLOYER UNIT**

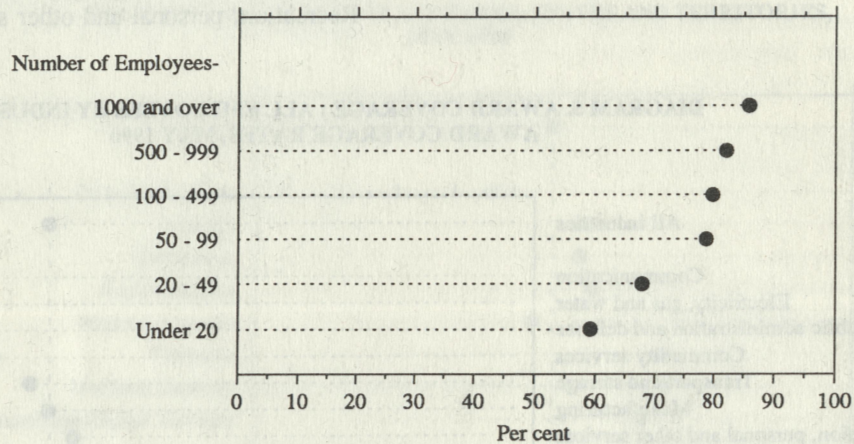




TABLE 1. ALL EMPLOYEES : AWARD COVERAGE RATES BY STATES AND TERRITORIES, SECTOR AND JURISDICTION, MAY 1990

State or Territory	Number of employees ( <sup>'000</sup> )	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
			-per cent-		
MALES					
New South Wales	1,070.3	32.8	40.6	74.1	25.9
Victoria	919.1	45.7	28.1	78.2	21.8
Queensland	472.7	28.9	48.6	79.4	20.6
South Australia	267.7	41.4	36.5	79.6	20.4
Western Australia	267.6	24.7	50.2	75.5	24.5
Tasmania	78.2	49.7	35.3	86.3	13.7
Northern Territory	33.4	84.9	* 1.3	86.4	13.6
Australian Capital Territory	65.0	83.2	* 0.7	84.6	15.4
<i>Australia</i>	<i>3,174.1</i>	<i>38.0</i>	<i>37.3</i>	<i>77.3</i>	<i>22.7</i>
Private	2,229.2	33.8	32.0	68.4	31.6
Public	944.9	48.0	49.9	98.2	1.8
FEMALES					
New South Wales	839.2	18.5	59.2	78.5	21.5
Victoria	691.9	27.6	54.8	87.3	12.7
Queensland	371.5	16.0	68.5	85.0	15.0
South Australia	219.4	23.4	61.6	86.3	13.7
Western Australia	224.6	16.3	65.7	82.5	17.5
Tasmania	51.7	27.3	61.0	89.4	10.6
Northern Territory	22.3	88.1	* 1.3	89.6	10.4
Australian Capital Territory	57.6	84.7	* 2.2	87.7	12.3
<i>Australia</i>	<i>2,478.2</i>	<i>23.2</i>	<i>58.4</i>	<i>83.5</i>	<i>16.5</i>
Private	1,728.3	19.0	56.0	77.6	22.4
Public	749.9	33.0	63.9	97.3	2.7
PERSONS					
New South Wales	1,909.5	26.5	48.8	76.1	23.9
Victoria	1,610.9	37.9	39.6	82.1	17.9
Queensland	844.2	23.2	57.3	81.8	18.2
South Australia	487.1	33.3	47.8	82.6	17.4
Western Australia	492.3	20.8	57.3	78.7	21.3
Tasmania	129.8	40.8	45.6	87.5	12.5
Northern Territory	55.7	86.2	* 1.3	87.7	12.3
Australian Capital Territory	122.6	83.9	1.4	86.0	14.0
<i>Australia</i>	<i>5,652.2</i>	<i>31.5</i>	<i>46.5</i>	<i>80.0</i>	<i>20.0</i>
Private	3,957.4	27.3	42.4	72.4	27.6
Public	1,694.8	41.3	56.1	97.8	2.2

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 2. ALL EMPLOYEES : AWARD COVERAGE RATES BY EMPLOYEE CATEGORY AND JURISDICTION,  
AUSTRALIA, MAY 1990

Employee category	Number of employees ( '000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State -per cent-	Total(a)	
		MALES			
Adult	2,953.1	38.1	36.0	76.3	23.7
Managerial, executive, etc.	477.3	16.6	13.3	32.6	67.4
Non-Managerial	2,475.8	42.3	40.4	84.7	15.3
Full-time	2,256.3	43.9	39.7	85.5	14.5
Part-time	219.5	25.5	47.8	76.6	23.4
Junior	220.9	35.8	54.0	90.6	9.4
Full-time	158.9	46.0	45.4	92.1	7.9
Part-time	62.0	9.7	76.1	86.9	13.1
<i>Total</i>	<i>3,174.1</i>	<i>38.0</i>	<i>37.3</i>	<i>77.3</i>	<i>22.7</i>
Managerial, executive, etc.	477.3	16.6	13.3	32.6	67.4
Non-Managerial	2,696.8	41.8	41.5	85.2	14.8
Full-time	2,415.3	44.1	40.1	85.9	14.1
Part-time	281.5	22.0	54.0	78.9	21.1
FEMALES					
Adult	2,215.1	23.8	56.8	82.6	17.4
Managerial, executive, etc.	140.9	10.4	24.6	37.8	62.2
Non-Managerial	2,074.2	24.7	59.0	85.6	14.4
Full-time	1,263.1	29.3	55.3	86.6	13.4
Part-time	811.1	17.5	64.7	84.0	16.0
Junior	263.1	18.8	71.8	91.7	8.3
Full-time	150.7	27.0	64.5	92.9	7.1
Part-time	112.3	7.8	81.6	90.0	10.0
<i>Total</i>	<i>2,478.2</i>	<i>23.2</i>	<i>58.4</i>	<i>83.5</i>	<i>16.5</i>
Managerial, executive, etc.	140.9	10.4	24.6	37.8	62.2
Non-Managerial	2,337.3	24.0	60.4	86.3	13.7
Full-time	1,413.9	29.1	56.2	87.3	12.7
Part-time	923.4	16.3	66.8	84.7	15.3
PERSONS					
Adult	5,168.2	32.0	44.9	79.0	21.0
Managerial, executive, etc.	618.2	15.2	15.9	33.7	66.3
Non-Managerial	4,550.0	34.3	48.9	85.1	14.9
Full-time	3,519.5	38.7	45.3	85.9	14.1
Part-time	1,030.6	19.2	61.1	82.4	17.6
Junior	484.0	26.5	63.7	91.2	8.8
Full-time	309.7	36.7	54.7	92.5	7.5
Part-time	174.3	8.5	79.6	88.9	11.1
<b>Total</b>	<b>5,652.2</b>	<b>31.5</b>	<b>46.5</b>	<b>80.0</b>	<b>20.0</b>
Managerial, executive, etc.	618.2	15.2	15.9	33.7	66.3
Non-Managerial	5,034.0	33.5	50.3	85.7	14.3
Full-time	3,829.2	38.5	46.1	86.4	13.6
Part-time	1,204.9	17.6	63.8	83.4	16.6

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 3. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION,  
AUSTRALIA, MAY 1990

Industry	Number of employees ( '000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
			-per cent-		
MALES					
Mining	76.3	44.9	30.3	76.6	23.4
Manufacturing	712.8	47.8	29.2	79.5	20.5
Food, beverages and tobacco	107.8	25.7	55.2	83.9	16.1
Textiles, clothing and footwear	36.1	43.3	32.3	78.5	21.5
Paper, paper products, etc.	65.0	51.9	26.7	81.3	18.7
Chemical, petroleum and coal products	48.0	27.7	24.1	55.3	44.7
Metal products, machinery and equipment	331.2	59.3	19.3	80.9	19.1
Basic metal products	65.0	39.4	37.0	80.5	19.5
Fabricated metal products etc.	181.5	59.6	14.9	76.8	23.2
Transport equipment	84.7	73.9	15.4	90.1	9.9
Other manufacturing	124.7	42.9	35.3	80.4	19.6
Electricity, gas and water	101.0	46.9	51.0	98.4	* 1.6
Construction	265.0	30.7	43.6	76.3	23.7
Wholesale and retail trade	596.8	27.0	35.0	65.0	35.0
Wholesale trade	248.3	22.2	27.1	53.2	46.8
Retail trade	348.5	30.4	40.6	73.3	26.7
Transport and storage	219.8	59.2	25.1	85.5	14.5
Communication	94.5	99.6	* 0.0	99.7	* 0.3
Finance, property and business services	335.9	33.3	23.1	59.2	40.8
Public administration and defence	176.7	56.1	42.2	98.3	1.7
Community services	438.6	16.3	69.7	86.7	13.3
Recreation, personal and other services	156.6	22.2	40.8	66.3	33.7
All industries	3,174.1	38.0	37.3	77.3	22.7
FEMALES					
Mining	9.1	* 13.4	36.9	51.8	48.2
Manufacturing	270.4	36.2	42.9	82.1	17.9
Food, beverages and tobacco	47.3	18.9	64.7	85.6	14.4
Textiles, clothing and footwear	55.1	55.6	32.3	88.3	11.7
Paper, paper products, etc.	31.1	33.0	43.4	80.5	19.5
Chemical, petroleum and coal products	21.3	14.1	42.7	59.5	40.5
Metal products, machinery and equipment	82.2	40.6	37.4	82.1	17.9
Basic metal products	8.2	33.6	39.6	76.4	23.6
Fabricated metal products etc.	56.6	33.7	41.7	80.3	19.7
Transport equipment	17.4	66.6	22.7	90.6	9.4
Other manufacturing	33.3	34.7	42.6	82.7	17.3
Electricity, gas and water	14.3	49.0	50.0	99.5	* 0.5
Construction	42.2	6.6	29.5	45.5	54.5
Wholesale and retail trade	524.4	10.8	65.5	79.2	20.8
Wholesale trade	127.5	12.7	47.9	63.7	36.3
Retail trade	396.9	10.2	71.2	84.2	15.8
Transport and storage	52.9	49.1	22.7	73.8	26.2
Communication	37.1	97.3	* 0.7	98.6	* 1.4
Finance, property and business services	397.3	33.9	39.4	75.5	24.5
Public administration and defence	128.2	60.1	36.7	97.4	2.6
Community services	776.3	10.6	79.9	91.1	8.9
Recreation, personal and other services	226.0	24.3	56.7	82.5	17.5
All industries	2,478.2	23.2	58.4	83.5	16.5



TABLE 3. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION,  
AUSTRALIA, MAY 1990—continued

Industry	Number of employees ( '000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
			-per cent-		
PERSONS					
Mining	85.4	41.5	31.0	74.0	26.0
Manufacturing	983.2	44.6	33.0	80.2	19.8
Food, beverages and tobacco	155.2	23.6	58.1	84.4	15.6
Textiles, clothing and footwear	91.1	50.8	32.3	84.4	15.6
Paper, paper products, etc.	96.1	45.8	32.1	81.0	19.0
Chemical, petroleum and coal products	69.4	23.5	29.8	56.6	43.4
Metal products, machinery and equipment	413.5	55.6	22.9	81.2	18.8
Basic metal products	73.2	38.8	37.2	80.0	20.0
Fabricated metal products etc.	238.1	53.4	21.2	77.7	22.3
Transport equipment	102.1	72.7	16.6	90.2	9.8
Other manufacturing	158.0	41.2	36.8	80.9	19.1
Electricity, gas and water	115.3	47.2	50.9	98.6	1.4
Construction	307.2	27.4	41.7	72.1	27.9
Wholesale and retail trade	1,121.2	19.4	49.3	71.6	28.4
Wholesale trade	375.7	19.0	34.2	56.8	43.2
Retail trade	745.5	19.6	56.9	79.1	20.9
Transport and storage	272.7	57.2	24.7	83.2	16.8
Communication	131.6	98.9	* 0.2	99.4	* 0.6
Finance, property and business services	733.2	33.6	31.9	68.0	32.0
Public administration and defence	304.9	57.8	39.9	97.9	2.1
Community services	1,214.9	12.7	76.2	89.5	10.5
Recreation, personal and other services	382.7	23.4	50.2	75.9	24.1
All Industries	5,652.2	31.5	46.5	80.0	20.0

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 4. ALL EMPLOYEES : AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION,  
AUSTRALIA, MAY 1990  
(Per cent)

	Covered by awards, determinations and collective agreements			Not covered by awards etc.
Occupation	Federal	State	Total(a)	
	MALES			
Managers and administrators	18.0	14.3	35.0	65.0
Professionals	25.7	39.5	67.2	32.8
Building professionals and engineers	29.2	20.5	52.6	47.4
Health, diagnostic and treatment practitioners	5.9	50.7	58.2	41.8
Teachers and instructors	22.8	66.8	90.0	10.0
Business professionals	30.8	20.2	53.9	46.1
Other professionals	30.3	30.8	63.8	36.2
Para-professionals	35.8	45.7	82.9	17.1
Engineering, building associates and technicians	54.7	20.2	76.8	23.2
Registered nurses	* 9.7	86.8	99.4	* 0.6
Police	* 4.4	95.6	100.0	* 0.0
Other para-professionals	23.7	61.3	86.4	13.6
Tradespersons	48.0	37.3	86.9	13.1
Metal	62.0	26.9	90.5	9.5
Electrical and electronic	53.9	29.3	84.4	15.6
Building	35.2	54.0	91.0	9.0
Vehicle	49.3	31.7	81.7	18.3
Other	35.2	46.8	84.4	15.6
Clerks	48.1	31.2	81.5	18.5
Stenographers	38.5	44.6	83.1	16.9
Receptionists	68.5	16.9	85.9	14.1
Other clerks	46.0	32.3	80.9	19.1
Salespersons and personal service workers	22.3	40.5	66.5	33.5
Salespersons	21.8	39.7	65.3	34.7
Personal service workers	32.7	58.0	91.3	* 8.7
Plant and machine operators, and drivers	53.3	37.0	92.2	7.8
Rail and road transport drivers	52.2	33.2	88.1	11.9
Machine operators	65.1	27.2	94.0	6.0
Other plant operators	47.5	46.2	95.0	5.0
Labourers and related workers	38.8	49.1	89.2	10.8
Trades assistants and factory hands	54.5	32.5	88.0	12.0
Construction and mining labourers	39.4	50.7	91.3	8.7
Cleaners	32.8	59.2	92.8	7.2
Other labourers	29.4	57.2	88.2	11.8
All occupations	38.0	37.3	77.3	22.7
	FEMALES			
Managers and administrators	13.6	32.4	49.0	51.0
Professionals	16.6	64.2	82.1	17.9
Building professionals and engineers	* 37.7	* 19.8	57.5	* 42.5
Health, diagnostic and treatment practitioners	5.3	68.0	74.3	25.7
Teachers and instructors	9.2	81.8	91.6	8.4
Business professionals	32.7	24.6	61.4	38.6
Other professionals	31.0	45.4	77.8	22.2
Para-professionals	18.3	72.7	91.4	8.6
Engineering, building associates and technicians	47.7	26.4	74.7	25.3
Registered nurses	14.4	82.2	97.0	3.0
Police	* 8.9	91.1	100.0	* 0.0
Other para-professionals	16.0	75.7	92.2	7.8
Tradespersons	24.9	60.2	86.2	13.8
Metal	41.0	* 12.0	53.8	46.2
Electrical and electronic	42.9	43.7	86.6	* 13.4
Other	21.6	67.4	90.3	9.7
Clerks	25.6	49.5	78.1	21.9
Stenographers	16.1	53.7	73.9	26.1
Receptionists	26.0	50.5	80.8	19.2
Other clerks	29.6	47.2	78.7	21.3
Salespersons and personal service workers	18.3	68.3	88.2	11.8
Salespersons	18.4	67.1	87.0	13.0
Personal service workers	17.5	74.6	94.1	5.9
Plant and machine operators, and drivers	62.0	29.1	91.9	8.1
Rail and road transport drivers	41.5	35.0	77.9	22.1
Machine operators	65.7	26.8	93.3	6.7
Labourers and related workers	27.5	64.1	92.8	7.2
Trades assistants and factory hands	53.2	37.1	92.2	7.8
Cleaners	23.5	66.9	91.1	8.9
Other labourers	16.0	77.5	94.8	5.2
All occupations	23.2	58.4	83.5	16.5



TABLE 4. ALL EMPLOYEES : AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION,  
AUSTRALIA, MAY 1990  
(Per cent)—continued

Occupation	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total(a)	
	PERSONS			
Managers and administrators	17.1	18.0	37.9	62.1
Professionals	21.6	50.8	74.0	26.0
Building professionals and engineers	29.6	20.5	52.8	47.2
Health, diagnostic and treatment practitioners	5.6	59.0	66.0	34.0
Teachers and instructors	14.6	75.9	90.9	9.1
Business professionals	31.5	21.9	56.7	43.3
Other professionals	30.6	36.8	69.6	30.4
Para-professionals	28.3	57.3	86.6	13.4
Engineering, building associates and technicians	54.1	20.7	76.7	23.3
Registered nurses	14.0	82.7	97.2	2.8
Police	4.9	95.1	100.0	* 0.0
Other para-professionals	19.5	69.1	89.5	10.5
Tradespersons	45.7	39.6	86.8	13.2
Metal	61.1	26.3	89.0	11.0
Electrical and electronic	53.6	29.7	84.5	15.5
Building	35.1	54.1	91.1	8.9
Vehicle	49.2	31.6	81.6	18.4
Other	31.0	53.1	86.2	13.8
Clerks	31.9	44.4	79.0	21.0
Stenographers	17.4	53.2	74.4	25.6
Receptionists	32.5	45.4	81.6	18.4
Other clerks	35.8	41.6	79.6	20.4
Salespersons and personal service workers	19.7	58.6	80.6	19.4
Salespersons	19.7	56.7	78.8	21.2
Personal service workers	19.5	72.5	93.7	6.3
Plant and machine operators, and drivers	54.8	35.6	92.1	7.9
Rail and road transport drivers	51.7	33.3	87.6	12.4
Machine operators	65.3	27.1	93.7	6.3
Other plant operators	47.1	46.7	94.9	5.1
Labourers and related workers	34.3	55.0	90.6	9.4
Trades assistants and factory hands	54.0	34.1	89.4	10.6
Construction and mining labourers	39.0	50.1	90.3	9.7
Cleaners	27.3	63.7	91.8	8.2
Other labourers	24.1	65.3	90.8	9.2
<b>All occupations</b>	<b>31.5</b>	<b>46.5</b>	<b>80.0</b>	<b>20.0</b>

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 5. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AWARD COVERAGE RATES BY  
INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990

Industry	Number of employees ( '000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
			-per cent-		
MALES					
Mining	69.7	46.9	31.6	79.7	20.3
Manufacturing	568.3	53.5	31.5	87.3	12.7
Food, beverages and tobacco	86.5	29.0	59.0	90.5	9.5
Textiles, clothing and footwear	29.5	50.1	35.0	88.6	11.4
Paper, paper products, etc.	49.2	58.3	28.4	89.1	10.9
Chemical, petroleum and coal products	37.0	33.4	29.7	66.9	33.1
Metal products, machinery and equipment	274.3	65.1	20.7	87.7	12.3
Basic metal products	58.1	41.9	38.2	84.1	15.9
Fabricated metal products etc.	142.0	67.7	16.6	85.9	14.1
Transport equipment	74.2	78.4	14.9	94.1	5.9
Other manufacturing	91.9	48.6	39.0	89.9	10.1
Electricity, gas and water	90.7	47.5	50.9	99.0	* 1.0
Construction	211.8	34.0	48.3	84.0	16.0
Wholesale and retail trade	340.4	34.9	34.1	72.6	27.4
Wholesale trade	169.7	28.1	32.0	64.3	35.7
Retail trade	170.7	41.6	36.2	80.9	19.1
Transport and storage	184.7	62.3	26.6	90.2	9.8
Communication	86.9	99.7	* 0.0	99.8	* 0.2
Finance, property and business services	185.8	41.4	25.4	69.7	30.3
Public administration and defence	145.5	55.1	44.4	99.6	* 0.4
Community services	302.8	14.2	78.5	93.1	6.9
Recreation, personal and other services	69.7	27.2	45.9	75.9	24.1
All industries	2,256.3	43.9	39.7	85.5	14.5
FEMALES					
Mining	7.0	* 14.5	35.1	50.4	49.6
Manufacturing	191.0	43.4	39.8	85.0	15.0
Food, beverages and tobacco	28.6	24.2	59.9	86.1	13.9
Textiles, clothing and footwear	43.8	59.1	33.7	93.0	7.0
Paper, paper products, etc.	18.7	36.5	44.7	83.5	16.5
Chemical, petroleum and coal products	15.6	16.8	40.3	58.5	41.5
Metal products, machinery and equipment	60.0	50.7	33.3	85.4	14.6
Basic metal products	6.9	33.6	42.5	79.8	* 20.2
Fabricated metal products etc.	38.7	46.5	36.2	83.7	16.3
Transport equipment	14.3	70.3	21.1	92.9	* 7.1
Other manufacturing	24.2	42.3	38.9	86.5	13.5
Electricity, gas and water	10.9	51.0	48.2	99.9	* 0.1
Construction	22.2	9.2	34.0	58.9	41.1
Wholesale and retail trade	192.5	13.0	60.4	78.0	22.0
Wholesale trade	74.8	14.6	50.2	67.6	32.4
Retail trade	117.7	12.0	66.9	84.6	15.4
Transport and storage	36.4	60.6	18.5	82.0	18.0
Communication	30.8	97.8	* 0.7	99.1	* 0.9
Finance, property and business services	209.5	40.5	32.7	75.9	24.1
Public administration and defence	91.4	62.2	36.7	99.2	* 0.8
Community services	412.7	10.7	84.6	95.8	4.2
Recreation, personal and other services	58.7	26.5	55.2	82.9	17.1
All industries	1,263.1	29.3	55.3	86.6	13.4



TABLE 5. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURIDICTION, AUSTRALIA, MAY 1990—continued

Industry	Number of employees ( '000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
			-per cent-		
PERSONS					
Mining	76.7	43.9	31.9	77.0	23.0
Manufacturing	759.3	51.0	33.6	86.7	13.3
Food, beverages and tobacco	115.0	27.8	59.2	89.4	10.6
Textiles, clothing and footwear	73.3	55.5	34.2	91.3	8.7
Paper, paper products, etc.	67.9	52.3	32.9	87.6	12.4
Chemical, petroleum and coal products	52.6	28.4	32.8	64.4	35.6
Metal products, machinery and equipment	334.3	62.5	23.0	87.3	12.7
Basic metal products	65.0	41.0	38.7	83.6	16.4
Fabricated metal products etc.	180.7	63.1	20.8	85.4	14.6
Transport equipment	88.6	77.1	15.9	93.9	6.1
Other manufacturing	116.1	47.3	38.9	89.2	10.8
Electricity, gas and water	101.7	47.9	50.6	99.1	* 0.9
Construction	234.0	31.7	46.9	81.6	18.4
Wholesale and retail trade	533.0	27.0	43.6	74.6	25.4
Wholesale trade	244.6	24.0	37.6	65.3	34.7
Retail trade	288.4	29.6	48.7	82.4	17.6
Transport and storage	221.1	62.0	25.3	88.9	11.1
Communication	117.6	99.2	* 0.2	99.6	* 0.4
Finance, property and business services	395.2	40.9	29.3	73.0	27.0
Public administration and defence	236.9	57.9	41.5	99.4	* 0.6
Community services	715.5	12.2	82.0	94.7	5.3
Recreation, personal and other services	128.5	26.9	50.1	79.1	20.9
All industries	3,519.5	38.7	45.3	85.9	14.1

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 6. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AWARD COVERAGE RATES BY  
OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990  
(Per cent)

	Covered by awards, determinations and collective agreements			Not covered by awards etc.
Occupation	Federal	State	Total(a)	
	MALES			
Managers and administrators	30.8	25.8	58.3	41.7
Professionals	26.4	46.1	74.3	25.7
Building professionals and engineers	34.4	22.5	59.2	40.8
Health, diagnostic and treatment practitioners	* 7.9	64.3	72.2	27.8
Teachers and instructors	13.9	82.2	96.1	3.9
Business professionals	36.1	22.3	61.7	38.3
Other professionals	32.0	34.7	69.5	30.5
Para-professionals	36.5	48.6	86.0	14.0
Engineering, building associates and technicians	57.3	21.1	79.9	20.1
Registered nurses	* 11.1	85.2	99.2	* 0.8
Police	* 4.3	95.7	100.0	* 0.0
Other para-professionals	22.4	66.9	90.0	10.0
Tradespersons	50.4	37.1	89.0	11.0
Metal	63.8	26.7	91.8	8.2
Electrical and electronic	57.3	27.5	85.8	14.2
Building	34.7	57.2	93.8	6.2
Vehicle	51.0	31.3	83.0	17.0
Other	38.8	46.0	87.2	12.8
Clerks	52.7	32.4	87.3	12.7
Stenographers	43.6	46.5	90.1	* 9.9
Receptionists	72.2	17.7	90.1	9.9
Other clerks	50.6	33.7	86.9	13.1
Salespersons and personal service workers	24.8	36.3	66.4	33.6
Salespersons	24.2	35.2	64.8	35.2
Personal service workers	36.8	56.4	94.0	* 6.0
Plant and machine operators, and drivers	55.0	36.8	93.4	6.6
Rail and road transport drivers	54.4	33.2	90.2	9.8
Machine operators	66.6	26.5	94.7	5.3
Other plant operators	48.7	46.0	95.5	4.5
Labourers and related workers	44.0	46.3	91.5	8.5
Trades assistants and factory hands	58.3	30.9	90.2	9.8
Construction and mining labourers	39.8	51.7	92.7	7.3
Cleaners	40.9	54.6	96.8	* 3.2
Other labourers	33.9	55.2	90.5	9.5
All occupations	43.9	39.7	85.5	14.5
	FEMALES			
Managers and administrators	21.7	51.8	74.5	25.5
Professionals	16.8	69.5	87.5	12.5
Building professionals and engineers	* 35.2	* 22.4	* 57.6	* 42.4
Health, diagnostic and treatment practitioners	* 9.1	75.6	85.2	14.8
Teachers and instructors	6.4	91.9	98.3	1.7
Business professionals	35.2	25.4	65.4	34.6
Other professionals	32.5	45.5	79.8	20.2
Para-professionals	21.3	72.0	94.0	6.0
Engineering, building associates and technicians	50.8	* 25.9	77.4	* 22.6
Registered nurses	15.3	82.2	98.2	* 1.8
Police	* 9.2	90.8	100.0	* 0.0
Other para-professionals	17.8	76.5	95.1	4.9
Tradespersons	37.9	50.4	89.5	10.5
Metal	65.8	* 20.5	87.6	* 12.4
Electrical and electronic	63.2	* 15.4	78.6	* 21.4
Other	29.4	60.2	91.0	9.0
Clerks	30.5	48.3	81.8	18.2
Stenographers	19.2	52.3	76.4	23.6
Receptionists	30.2	47.7	82.9	17.1
Other clerks	35.4	46.8	83.8	16.2
Salespersons and personal service workers	24.5	60.6	87.4	12.6
Salespersons	26.4	55.8	84.5	15.5
Personal service workers	18.3	76.9	97.0	* 3.0
Plant and machine operators, and drivers	69.6	25.0	95.0	5.0
Rail and road transport drivers	60.2	* 24.8	86.2	* 13.8
Machine operators	72.2	23.2	95.7	4.3
Labourers and related workers	35.8	57.7	94.6	5.4
Trades assistants and factory hands	61.0	30.8	93.6	6.4
Cleaners	19.8	74.9	95.1	* 4.9
Other labourers	16.7	78.5	96.3	3.7
All occupations	29.3	55.3	86.6	13.4



**TABLE 6. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AWARD COVERAGE RATES BY  
OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990**  
(Per cent)—continued

Occupation	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total(a)	
	PERSONS			
Managers and administrators	28.0	33.7	63.2	36.8
Professionals	22.0	56.8	80.3	19.7
Building professionals and engineers	34.4	22.5	59.1	40.9
Health, diagnostic and treatment practitioners	8.5	69.8	78.5	21.5
Teachers and instructors	9.4	88.0	97.5	2.5
Business professionals	35.8	23.5	63.1	36.9
Other professionals	32.2	39.1	73.7	26.3
Para-professionals	31.5	56.2	88.6	11.4
Engineering, building associates and technicians	56.8	21.4	79.7	20.3
Registered nurses	14.7	82.6	98.3	* 1.7
Police	4.9	95.1	100.0	* 0.0
Other para-professionals	20.5	71.0	92.2	7.8
Tradespersons	49.7	37.8	89.0	11.0
Metal	63.8	26.5	91.7	8.3
Electrical and electronic	57.4	27.3	85.6	14.4
Building	34.8	57.1	93.8	6.2
Vehicle	51.1	31.2	82.9	17.1
Other	36.9	48.8	87.9	12.1
Clerks	37.8	43.1	83.6	16.4
Stenographers	20.8	52.0	77.3	22.7
Receptionists	39.0	41.4	84.4	15.6
Other clerks	42.0	41.1	85.1	14.9
Salespersons and personal service workers	24.7	48.2	76.7	23.3
Salespersons	25.2	44.3	73.5	26.5
Personal service workers	21.8	73.0	96.5	3.5
Plant and machine operators, and drivers	57.1	35.0	93.6	6.4
Rail and road transport drivers	54.6	32.9	90.1	9.9
Machine operators	68.8	25.2	95.1	4.9
Other plant operators	48.4	46.3	95.4	4.6
Labourers and related workers	41.8	49.3	92.3	7.7
Trades assistants and factory hands	59.2	30.9	91.2	8.8
Construction and mining labourers	39.6	51.4	92.2	7.8
Cleaners	32.6	62.6	96.1	3.9
Other labourers	29.4	61.3	92.1	7.9
<b>All occupations</b>	<b>38.7</b>	<b>45.3</b>	<b>85.9</b>	<b>14.1</b>

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 7. PART-TIME NON-MANAGERIAL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990  
(Per cent)

Industry	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total(a)	
	MALES			
Manufacturing	25.3	44.6	75.4	24.6
Food, beverages and tobacco	* 18.6	65.7	87.3	* 12.7
Paper, paper products, etc.	* 30.6	* 42.5	84.7	* 15.3
Metal products, machinery and equipment	36.0	* 20.5	66.0	34.0
Fabricated metal products etc.	* 38.7	* 17.3	65.9	* 34.1
Other manufacturing	* 12.9	* 40.8	54.4	* 45.6
Construction	26.9	* 26.0	60.3	39.7
Wholesale and retail trade	20.9	63.8	86.3	13.7
Wholesale trade	17.0	42.7	65.2	34.8
Retail trade	21.5	66.9	89.5	10.5
Transport and storage	38.2	24.7	63.4	36.6
Finance, property and business services	15.6	60.1	79.1	20.9
Public administration and defence	65.0	* 25.4	92.2	* 7.8
Community services	16.7	60.2	78.9	21.1
Recreation, personal and other services	22.7	44.2	71.7	28.3
All industries	22.0	54.0	78.9	21.1
FEMALES				
Manufacturing	18.9	59.5	82.5	17.5
Food, beverages and tobacco	* 10.4	80.4	92.2	* 7.8
Textiles, clothing and footwear	50.4	28.7	80.4	* 19.6
Paper, paper products, etc.	21.7	52.9	83.6	* 16.4
Chemical, petroleum and coal products	* 6.8	58.5	74.2	* 25.8
Metal products, machinery and equipment	15.0	57.8	76.9	23.1
Fabricated metal products etc.	* 7.7	64.1	77.0	23.0
Other manufacturing	* 18.6	53.0	75.5	* 24.5
Construction	* 4.5	27.8	35.3	64.7
Wholesale and retail trade	10.7	75.4	88.5	11.5
Wholesale trade	16.2	55.0	77.4	22.6
Retail trade	10.0	78.1	89.9	10.1
Transport and storage	20.1	38.6	58.7	41.3
Communication	96.3	* 1.0	97.5	* 2.5
Finance, property and business services	21.6	53.2	76.7	23.3
Public administration and defence	53.6	34.7	90.1	9.9
Community services	9.8	75.9	86.3	13.7
Recreation, personal and other services	25.9	58.8	86.4	13.6
All industries	16.3	66.8	84.7	15.3
PERSONS				
Manufacturing	20.7	55.3	80.5	19.5
Food, beverages and tobacco	12.8	76.0	90.7	9.3
Textiles, clothing and footwear	48.5	31.8	81.4	* 18.6
Paper, paper products, etc.	24.4	49.7	83.9	16.1
Chemical, petroleum and coal products	* 10.0	53.9	71.8	* 28.2
Metal products, machinery and equipment	20.9	47.4	73.8	26.2
Fabricated metal products etc.	16.3	51.0	73.9	26.1
Transport equipment	* 40.2	* 32.4	73.2	* 26.8
Other manufacturing	* 16.6	48.7	68.2	31.8
Construction	13.0	27.1	44.8	55.2
Wholesale and retail trade	13.5	72.3	87.9	12.1
Wholesale trade	16.4	51.4	73.8	26.2
Retail trade	13.1	75.1	89.8	10.2
Transport and storage	30.0	31.0	61.3	38.7
Communication	96.7	* 0.8	97.6	* 2.4
Finance, property and business services	20.3	54.7	77.2	22.8
Public administration and defence	55.0	33.6	90.4	9.6
Community services	10.9	73.4	85.1	14.9
Recreation, personal and other services	25.0	54.6	82.2	17.8
All industries	17.6	63.8	83.4	16.6

(a) includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 8. ALL EMPLOYEES IN PRIVATE SECTOR : AWARD COVERAGE RATES BY EMPLOYER UNIT SIZE(a)  
AND JURISDICTION, AUSTRALIA, MAY 1990  
(Per cent)

Employer unit size (Number of employees)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total(b)	
	MALES			
Under 20	21.4	26.6	52.5	47.5
20 — 49	31.7	30.5	64.6	35.4
50 — 99	35.6	37.6	75.5	24.5
100 — 499	38.9	35.6	76.1	23.9
500 — 999	42.0	34.0	78.3	21.7
1000 and over	47.7	31.8	81.5	18.5
All employers	33.8	32.0	68.4	31.6
FEMALES				
Under 20	8.3	54.4	66.4	33.6
20 — 49	18.3	51.9	72.2	27.8
50 — 99	23.5	56.7	83.2	16.8
100 — 499	20.3	61.9	84.6	15.4
500 — 999	26.7	60.3	87.7	12.3
1000 and over	40.1	50.4	91.4	8.6
All employers	19.0	56.0	77.6	22.4
PERSONS				
Under 20	15.1	40.0	59.2	40.8
20 — 49	26.0	39.6	67.8	32.2
50 — 99	30.8	45.2	78.6	21.4
100 — 499	31.2	46.5	79.7	20.3
500 — 999	36.0	44.4	82.0	18.0
1000 and over	44.4	39.9	85.8	14.2
All employers	27.3	42.4	72.4	27.6

(a) The Employer unit size classification reflects the size of the enterprise in a particular State/Territory and not necessarily the size of the enterprise Australia wide.

(b) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.



TABLE 9. MAJOR AWARDS — AUSTRALIA, MAY 1990(a)

<i>Jurisdiction</i>	<i>Name of Award, Determination or Collective Agreement</i>	<i>No. of Employees covered</i>
Aust.	Metal Industry, Part 1 (b)	185,100
NSW	Shop Employees	107,500
NSW	Clerks	85,200
Vic.	Commercial Clerks	77,400
Aust.	Bank Officials	76,500
Aust.	Vehicle Industry, Repair Service and Retail 1983	60,000
Qld	Clerks and Switchboard Attendants	56,400
Aust.	General Conditions of Service, Australian Government Employees	56,100
NSW	Club Employees	53,800
Vic.	Teachers, Government Teaching Service	50,400
Vic.	Hospital and Benevolent Homes	48,300
Vic.	Victorian Public Service Act 1974	44,000
WA	Shop and Warehouse, Wholesale and Retail Establishments	42,800
NSW	Crown Employees Teachers, Educational Teaching Service	42,100
Vic.	General Shops	35,000
Qld	Shop Assistants, General, Southern Division	34,100
Aust.	Clothing Trades	34,000
Aust.	Graphic Arts	33,800
Vic.	Painters	33,700
Qld	Teachers	32,000
NSW	Public Hospital Nurses	31,700
Qld	Public Service	31,200
NSW	Crown Employees, Administrative and Clerical Salaries	30,100
WA	Education Act Teaching Staff	29,400
Vic.	Registered Nurses	28,800
SA	Clerks	28,000
Vic.	Food Shops	27,700
Aust.	Administrative and Clerical Officers, APS Salaries	27,200
Aust.	Transport Workers	25,200
Aust.	Hotels, Resorts and Hospitality Industry	24,300
WA	Public Service Salaries Agreement	23,600
Qld	Shop Assistants, Retail Stores Southern Division	20,800
Qld	Railways	20,400
Aust.	Higher Education General and Salaried Staff Interim	20,400
Aust.	Australian Universities, Academic and Related Staff Salaries	20,300
Vic.	Hotel, Restaurant and Boarding Houses	20,200
Aust.	Textile Industry	19,400
Aust.	National Building Trades Construction	18,800
Aust.	Insurance Officers, Clerical Indoor Staff Consolidated	18,800
Aust.	Timber Industry Consolidated	18,400
NSW	Restaurants	18,400
WA	Metal Trades General	16,800
Aust.	Local Government Authority Employees VIC	16,400
Aust.	Motels	16,200
Aust.	Rubber, Plastic and Cable Making Industry	16,200
NSW	Local Government Salaried Officers	15,800



TABLE 9. MAJOR AWARDS — AUSTRALIA, MAY 1990(a)

-continued

<i>Jurisdiction</i>	<i>Name of Award, Determination or Collective Agreement</i>	<i>No. of Employees covered</i>
SA	Administrative and Clerical Officers, SA Government	15,500
NSW	Municipal and Shire Councils, Wages	15,400
SA	Teachers, Casual, Department of Education	15,200
Aust.	Local Governing Authority Officers VIC	15,200
SA	Shops	15,100
Aust.	APS, Senior Executive Administrative and Clerical	14,800
Aust.	Vehicle Industry	14,700
Qld	Shop Assistants, North and Mackay Division	13,900
NSW	Teachers, Non-Government Schools	13,800
NSW	Hospital Employees	13,700
SA	Hospital Etc Ancillary Employees	13,300
Qld	Nurses, Public Hospitals	13,300
NSW	Cleaning Contractors	13,100
Aust.	Metal Trades, Part III VIC Employees	13,000
NSW	Crown Employees, Non-Commissioned Police Officers	12,600
Aust.	Railways, Traffic Permanent Way and Signalling Staff	12,500
NSW	Pharmacy	11,900
Vic.	Store Packers and Sorters	11,600
Vic.	Clothing and Footwear Shops	11,200
Qld	Mechanical Engineering	11,100
Qld	Local Authority, Excl Brisbane and Main Roads Etc	11,100
NSW	Private Hospital Nurses	10,900
NSW	Crown Employees, Clerical Assistants in Schools, General Division	10,800
Aust.	Transport Workers, General	10,800
Aust.	Railways, Salaried Officers	10,600
NSW	Hospital Employees General Administrative Staff	10,500
Vic.	Law Clerks	10,400
WA	Clerks, Wholesale and Retail Establishments Agreement	10,400
NSW	Vehicle Repair Service and Retail	10,300
NSW	Crown Employees, Teachers, TAFE Teaching Service	10,200
Vic.	Determination 179 Victorian Public Service Board	10,000

(a) Major awards, etc. are those which affect the pay and conditions of 10,000 or more employees in the survey pay-period. Due to sampling variability the estimates shown should be regarded as broad approximations only. The estimates shown have been rounded to the nearest hundred. (b) Includes the Metal Trades Award.

NOTE. In addition to the major awards shown in this table there are 8 major awards, etc. covering 10,000 or more employees in the pay period, each of which relate to a single employer. These major awards affected 148,900 employees.



## EXPLANATORY NOTES

### Introduction

This publication contains details of the award coverage of employees. These details were obtained as part of a sample survey which was conducted in May 1990. The survey was designed primarily to provide statistics on the distribution and composition of weekly earnings and hours of employees.

2. The information contained in this publication is based on responses to a question in the survey which asked if employees were covered by an award, determination, or collective agreement, and is cross-classified by other data items obtained from the survey.

### Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

4. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

5. A sample of approximately 9,400 employers was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit was classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise had significant employment in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, public/private sector, industry and size of employment, and a simple random sample was selected from each stratum.

6. Employers with fewer than 10 employees were required to complete details for every employee, while those with 10 or more employees were required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 83,000 employees was obtained in the survey.

7. Reference period for the survey refers to the last pay period ending on or before 18 May 1990.

### Comparability of results

8. Previous surveys giving details of the incidence of industrial awards, determinations, and collective agreements were conducted in April 1954, May 1963, May 1968, May 1974, May 1983 and May 1985. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those surveys conducted between 1974 and 1981.

### Reliability of the estimates

9. Since the statistics contained in this publication are based on information obtained from a sample of employers, they are subject to sampling variability. That is, they may differ by chance from statistics that would have been produced from a complete enumeration of employers. Sampling errors are also affected by the second stage of sampling, the sampling of employees for employers units with 10 or more employees. Moreover, this sampling methodology makes it impossible to ensure that the representation of all sub-groups of interest in the sample accurately reflect their representation in the population. The extent of detail published has been determined after considering estimated measures of sampling variability. For information on the reliability of estimates see the Technical Note (Appendix A).

10. Inaccuracies may also occur because of imperfections in reporting by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as non-sampling error. Although considerable care is taken in questionnaire design, in the instructions given to employers on how to select a sample of their employees, and in editing the survey returns, these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

11. Measures to minimise non-sampling errors in the survey were directed towards the primary statistical objectives of the survey, rather than towards estimating numbers of employees. For this reason estimates included in this publication should not be taken as measures of the total numbers of employees in the categories shown, but as indicators of the distribution of numbers of employees within the various categories.



### Classification of industry and occupation

12. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — Statistical Classification* (1222.0).

### Related publications

13. Users may also wish to refer to the following publications which are available on request:

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) — issued annually

*Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) — issued annually

*Industrial Disputes, Australia* (6321.0) — issued monthly

*Industrial Disputes, Australia* (6322.0) — issued annually

*Trade Union Statistics, Australia* (6323.0) — issued annually

*Trade Union Members, Australia* (6325.0), August 1990

*Award Rates of Pay Indexes, Australia* (6312.0) — issued monthly

*Average Weekly Earnings, Australia, Preliminary* (6301.0) — issued quarterly

*Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly

*Major Labour Costs, Australia* (6348.0) — issued annually

*Labour Statistics, Australia* (6101.0) — issued annually

*A Guide to Labour Statistics* (6102.0)

14. Current publications produced by the ABS are listed in the Catalogue of Publications and Products, Australia (1101.0). The ABS also issues, on Tuesdays and Fridays, a Publications Advice (1105.0) which lists publications to be released in the next few days. The Catalogue of Publications and Publications Advice are available from any ABS office.

### Unpublished statistics

15. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to Bruce McClelland on (06) 252 6581, or to Information Services in the nearest ABS office.

### Symbols and other usages

- \* relative standard error greater than or equal to 25 per cent. See the Technical Note (Appendix A).



## APPENDIX A

## TECHNICAL NOTE

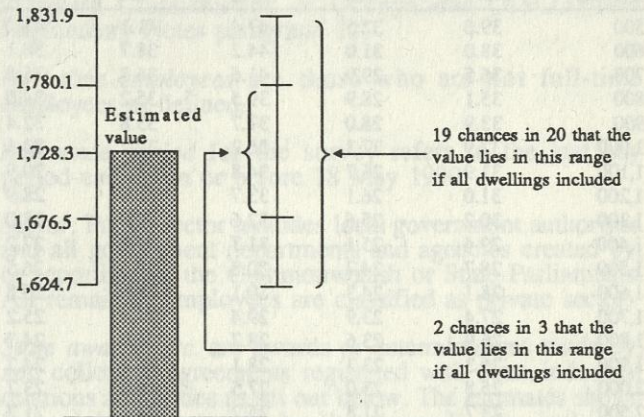
Since the estimates in this publication are based on information relating to a sample of employers and employees rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the estimates that would have been produced if the information had been obtained from all employers and all employees. This difference is called *sampling error*.

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the extent to which an estimate may vary from the value that would have been obtained from a full enumeration (the true estimate). There are about two chances in three that a sample estimate will differ from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. Both measures are used in the following discussion of the reliability of the estimates. As it is not practicable to include the standard errors of all estimates in this publication, Table A has been produced to give an indication of the magnitude of relative standard errors.

4. An example of the calculation and use of relative standard errors in relation to estimates of employees is as follows. Table 1 shows the estimated number of females in the private sector in Australia as 1,728,300. Since this estimate is between 1,000,000 and 2,000,000 the relative standard error for Australia is between 3.1 per cent and 2.7 per cent and can be approximated as 3.0 per cent (or approximately 51,800). Therefore, there are about two chances in three that the value that would have been produced if all female employees had been included in the survey will fall within the range 1,676,500 to 1,780,100 and about nineteen chances in twenty that the value will fall within the range 1,624,700 to 1,831,900. This example is illustrated in the following diagram.

5. As can be seen from table A, the smaller the estimate the higher is the relative standard error. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication only estimates with relative standard errors of 25 per cent or less (and percentages based on such estimates) are considered sufficiently reliable for most purposes. However, estimates and percentages with larger relative standard errors have been included, and are preceded by an asterisk (e.g. \*1.4) to indicate they are subject to high standard errors and should be used with caution.



6. Proportions and percentages formed from the ratio of two estimates are also subject to sampling error. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the relative standard error (RSE) of a proportion is:

$$RSE(x/y) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

7. Considering the example from paragraph 4 above, the 1,728,300 females represent 69.7 per cent of the 2,478,200 female employees in May 1990. The relative standard error of 1,728,300 is approximately 3.0 per cent. The relative standard error for 2,478,200 is approximately 2.7 per cent. Applying the above formula, the relative standard error of the percentage is the square root of  $[(3.0)^2 + (2.7)^2]$  or 1.3 per cent, giving a standard error for the proportion (69.7%) of 0.9 percentage points. Therefore, there are about two chances in three that the proportion of female employees in the private sector is between 68.8 per cent and 70.6 per cent and nineteen chances in twenty the proportion is within the range 67.9 per cent to 71.5 per cent.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce non-sampling errors to a minimum by careful design of questionnaires, detailed checking of returns and quality control of processing.







## APPENDIX B

## GLOSSARY

*Adult employees* are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation

*Award Coverage Rate* refers to the number of employees in a particular group who are covered by awards, determinations or agreements, expressed as a percentage of the total number of employees in the same group.

*Collective agreements* (whether registered or unregistered) are agreements made by an employer or a number of employers with a group or organisation of employees. Registered collective agreements are those collective agreements registered with a Federal or State industrial relations authority, whilst unregistered collective agreements are those not so registered.

*Employees* refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

*Employees covered by awards, etc.* are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

*Employees not covered by awards, etc.* are those employees who are not covered as defined.

*Employer Unit Size* is allocated based on the number of employees reported. The size classification reflects the size of the enterprise in a particular State/Territory and not necessarily the size of the enterprise Australia wide.

*Federal awards, etc.* are awards or determinations made by, and collective agreements registered with the Australian Industrial Relations Commission or the Coal Industry Tribunal.

*Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

*Industry* is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 12).

*Junior employees* are those employees who are not adults as defined.

*Managerial employees* are adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.

*Non-managerial employees* are those who are not managerial employees as defined.

*Occupation* is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraph 12).

*Part-time employees* are those who are not full-time employees as defined.

*Reference period* for the survey refers to the last pay period ending on or before 18 May 1990.

*Sector.* Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

*State awards, etc.* are awards or determinations made by, and collective agreements registered with State industrial relations authorities as set out below. The estimates shown for employees covered by State awards, etc. include a small proportion of employees covered by awards, etc. of State tribunals in other States. Similarly in each Territory there is a small proportion of employees covered by awards, etc. of State tribunals in adjacent States;

*New South Wales State awards, etc.* are awards made by, and collective agreements registered with the Industrial Commission of New South Wales subsidiary tribunals; and determinations made by and industrial agreements registered with the Public Service Board of New South Wales.

*Victorian State awards, etc.* are determinations made by Wages Boards, the Industrial Appeals Court, the Police Service Board; and regulations made by the Public Service Board or the Teachers tribunal.

*Queensland State awards, etc.* are awards made by and collective agreements registered with, the Industrial Conciliation and Arbitration Commission of Queensland.

*South Australian State awards, etc.* are awards made by the Industrial Commission, Conciliation Committees or the Teachers Salaries Board; collective agreements registered with the Industrial Commission and determinations made by the Public Service Arbitrator.

*Western Australian State awards, etc.* are awards made by, and collective agreements registered with, the Western Australian Industrial Commission, the Western Australian Coal Industry Tribunal, the Public Service Arbitrator or the Railway Classification Board; and determinations under the Education Act including determinations of the Government School Teachers Tribunal.

*Tasmanian State awards, etc.* are determinations made by the Tasmanian Industrial Commission, Wages Boards, and awards of the Public Service Board or Public Service Arbitrator.



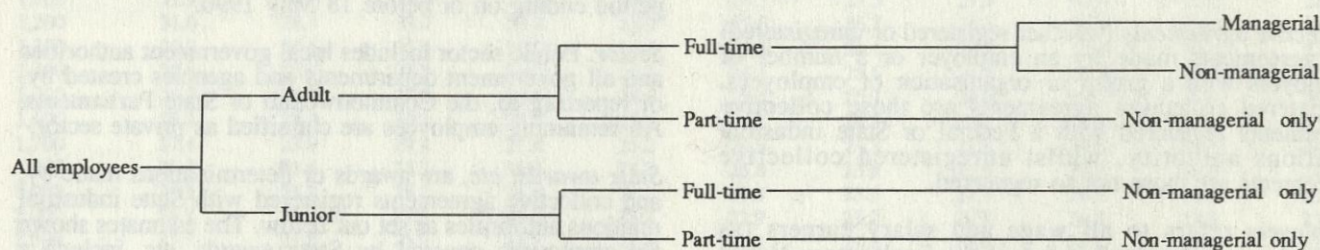
## APPENDIX C

### ADDITIONAL DATA AVAILABLE ON REQUEST

A range of unpublished data is available from this survey on request. The populations and variables available are listed below.

#### A. POPULATIONS

The variables listed below are available in respect of each of the following populations:



#### B. VARIABLES

The following variables are available from this survey (subject to the reliability of the estimates)

##### State/Territory

New South Wales  
Victoria  
Queensland  
South Australia  
Western Australia  
Tasmania  
Northern Territory  
Australian Capital Territory  
Australia

##### Gender

Males  
Females  
Persons

##### Employer Unit Size (number of employees) (b)

Under 20  
20 - 49  
50 - 99  
100 - 499  
500 - 999  
1,000 and over  
Total all employer units

##### Award Coverage

Covered by an award or agreement  
    Federal  
    State  
Not covered by an award or agreement  
Total

##### Sector

Private sector  
Public sector  
Total all sectors

##### Industry (a)

Mining  
Manufacturing  
    Food, beverages and tobacco  
    Textiles; Clothing and footwear  
    Paper, paper products, printing and publishing  
    Chemicals, petroleum and coal products  
    Metal products, machinery and equipment-  
        Basic metal products  
        Fabricated metal products; other machinery  
        and equipment  
    Transport equipment  
    Other manufacturing  
Electricity, gas and water  
Construction  
Wholesale and retail trade  
    Wholesale trade  
    Retail trade  
Transport and storage  
Communication  
Finance, property and business services  
Public administration and defence  
Community services  
Recreation, personal and other services  
Total all industries



**Occupation (a)**

ASCO major group  
 Managers and administrators  
 Professionals  
 Para-professionals  
 Tradespersons  
 Clerks  
 Salespersons and personal service workers  
 Plant and machine operators, and drivers  
 Labourers and related workers  
 ASCO minor group  
 (2 digit codes)

**Earnings**

Average weekly ordinary time earnings  
 Average weekly overtime earnings  
 Average weekly total earnings

**Hours Paid for**

Average weekly ordinary time hours paid for  
 Average weekly overtime hours paid for  
 Average weekly total hours paid for

(a) Information at a finer level of detail may also be available.

(b) The Employer unit size classification reflects the size of the enterprise in a particular State/Territory and not necessarily the size of the enterprise Australia wide.

**C. HOW TO PLACE AN ORDER**

Firstly, determine the population (from A above) and the variables (from B) that you require estimates for. A covering letter indicating these requirements and the uses of the data requested should be returned to:

Assistant Director  
 Labour Income and Disputes Sub-section (W41c)  
 Australian Bureau of Statistics  
 P.O. Box 10  
 Belconnen ACT 2616

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, before you place an order please phone Bruce McClelland on Canberra (06) 252 6581.

Requests can be sent by facsimile to (06) 251 5486.





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